

Progress Report on Motions adopted at ADC 2005

Emergency Motion on Travers Report

That this ADC

- (1) Notes with serious reservations the Travers Report on certain issues of management and administration in the Department of Health & Children associated with the practice of charges for persons in long-stay care in health board institutions and related matters;
- (2) directs the Executive Committee, in the light of the findings and recommendations in the Travers Report and of the Government's decentralisation programme, to pursue at political and at official levels.
 - (a) the introduction on a statutory basis of a model of corporate governance for Departments on the lines previously advanced by the Association in its 1992/95 proposals for corporate strategic reform of the civil service;
 - (b) the clarification on a statutory basis of the role of Special Advisors to Ministers in a manner which will provide that the responsibilities, reporting relationships and accountabilities of senior civil servants to Ministers will not be undermined and that Special Advisors will not be involved in line responsibilities in Departments; and
 - (c) the development of agreed protocols covering the interaction between Ministers and civil servants particularly in relation to briefing of Ministers, recording of Ministerial decisions and verbal instructions and the treatment of matters of political sensitivity.

Executive Committee

Action Taken

The Association made a submission to the Joint Oireachtas Committee on Health and Children outlining its serious reservations about aspects of the Travers Report and setting out the Association's proposal for statutory changes in respect of corporate Governance and the role of special advisers and the development of protocols covering the interaction between Ministers and Civil Servants. A copy of the Association's submission to the Joint Oireachtas Committee is on the Association website

The Association is also perusing this matter through the Staff Panel and the General Council for the Civil Service and will use every opportunity to raise our concerns, at political and administrative levels.

RULE CHANGE

Motion 1

Office

In Rule 2 delete “4 Warner’s Lane, Dartmouth Road, Dublin 6” and substitute “Fleming’s Hall, 12 Fleming’s Place, Dublin 4”

Action Taken

The Association has notified the Registrar of Friendly Societies of the rule change.

Motion 2

Associate Membership

In Rule 4 (d) insert a new subsection (iv) as follows:

“Members of the Veterinary Officers’ Association may be admitted *en bloc* to associate membership on such financial terms as may be determined by the Executive Committee following consultations with the Executive Committee of the Veterinary Officers’ Association. The Association may in this context provide a negotiating service to the Veterinary Officers’ Association.”

Action Taken

The Association has notified the Registrar of Friendly Societies of the rule change. The VOA Executive Committee have also been advised..

Motion 3

Insert new rule 18 (j) as follows:

Where the Committee of a Branch consider that Branch General Meetings should be replaced by Branch Delegate Meetings for that Branch, it shall so notify the Executive Committee in writing. A group of members in a Branch who constitute not less than one-fifth of the entire membership of the Branch may also notify the Executive Committee in writing that they consider that it would be desirable to replace Branch General Meetings by Branch Delegate Meetings. On receipt of such notification the Executive Committee shall, if it is satisfied that Delegate Meetings are preferable to General Meetings in that Branch, having regard to the geographical spread of the members of the Branch, conduct a ballot of the members of the Branch to determine the views of the members of the Branch.

The Executive Committee may agree to the substitution of Delegate Meetings for General Meetings only if a majority of those members voting in the ballot vote in favour of the substitution of Delegate Meetings for General Meetings. Where General Meetings have been replaced by Delegate Meetings, the Delegate Meetings shall consist of the Branch Committee together with delegates appointed by sub-branches of the Branch. The composition of sub-branches and the number of delegates to be appointed by each sub-branch to the Delegate Meetings and any other procedural matters involved in the holding of Delegate Meetings shall be a matter for the Branch Committee of the Branch subject to the approval of the Executive Committee.

Branch Delegate Meetings shall, where they are substituted for Branch General Meetings, have the same powers and responsibilities of Annual and Special General Meetings of branches as are specified under these Rules and the general provisions of Rule 18 shall apply as if references to Annual or Special Branch Meetings constitute reference to Annual or Special Delegate Meetings of branches. Where Branch Delegate Meetings have been substituted for Branch General Meetings, a proposal to return to Branch General Meetings must be initiated and processed in the same way as a proposal to change from Branch General Meetings to Branch Delegate Meetings as set out in this Rule.

Action Taken

The Association has notified the Registrar of Friendly Societies of the rule change. It is a matter for individual branches to consider whether or not the new provisions are appropriate in their circumstances. The approval of the Executive Committee is necessary for a change from an Annual General Meeting of a Branch to a Branch Delegate Meeting.

AN POST

Motion 5

That this conference supports the An Post branch in its continuing negotiations with An Post in a situation where

- 1) Top management continue to treat the Association and its members with contempt and have attempted to breach a binding Labour Court finding.
- 2) Members in the An Post National Lottery Company who were made an offer as part of a pay and grade review agreed under the *Transformation Through Partnership Agreement* had the offer withdrawn and much later replaced with an offer that was substantially less favourable and proposed the withdrawal of free collective bargaining, and
- 3) SDS is being reintegrated into the main business with the loss of 30 jobs at grades represented by the Association.

Conference also calls on An Post to pay all phases of the Sustaining Progress Agreement under which 8.5% is already owed to staff.

Action Taken

The Association in conjunction with the An Post Branch Committee, continue to actively pursue all issues with An Post management including referral of issues to LRC and Labour Court. The payment of Sustaining Progress was pursued by the Association at the Labour Court and has resulted in a positive recommendation. The Association is pressing for payment of the final phase of the Productivity Agreement. A separate agreement has been concluded between the Association and the National Lottery Company.

FAS

Motion 6

That this conference urges FÁS to ensure that managers have sufficient staff resources to implement changes in work practices, and expanded work programmes and volumes.

Action Taken

The Association in consultation with the FAS Branch Committee are pursuing this issue with FAS management.

PRISON SERVICE

Motion 7

That this Conference support the Prison Governors Branch in their efforts to secure a fair and equitable settlement in respect of their claim arising out of the proposals to re-structure the Prison Service and introduce new working arrangements into the service.

Action Taken

The Association lodged a claim at General Council and referred the matter for mediation under the C&A scheme to the LRC. The case was heard at the LRC on 27th October 2005 and was not resolved. The claim is now formally being disagreed at General council and will be referred to arbitration/adjudication.

DECENTRALISATION

Motion 8 [stands for itself and motions 9, 10, 11]

That this ADC

- (1) While welcoming the benefits decentralisation can bring to members who wish to relocate, re-states its serious concerns in relation to the Government's decentralisation programme, both from the perspective of HR/industrial relations and delivery of quality services, as articulated by the Executive Committee and Association Officials, and by the members of the Association at the Special and Annual Delegate Conferences held in 2004;
- (2) Regards the restrictions on promotion contained in the Department of Finance position paper of 7th December 2004 *Decentralisation- Human Resource Policy: Promotion and Recruitment* as entirely unacceptable in that they would have the inevitable affect of ending career progression in Dublin for civil servants and thus undermining long term organisational effectiveness;
- (3) Instructs the Executive Committee to negotiate a more rational promotion policy for decentralisation which better balances the legitimate promotion interests of Dublin and provincial based civil servants, of those wishing to decentralise and of "surplus" staff in Dublin;

- (4) Instructs the Executive Committee to seek to ensure that a Dublin CAF is put in place as a matter of immediate urgency and that the Office of Public Works identify in this regard the extent to which specific accommodation in Dublin is likely to be available; and
- (5) Instructs the Executive Committee to take whatever steps are necessary, in consultation as appropriate with other civil service unions, to ensure that the core interests of the members of the Association are protected in decentralisation.

Motion 9

This ADC calls on the Executive Committee to seek to ensure in their discussions with the Department of Finance in relation to decentralisation that our members interests in promotion and other issues are protected, and to set up a Dublin CAF immediately.

Motion 10

That conference calls on the incoming Executive to ensure that the CAF for staff who do not wish to decentralize is made available as soon as possible.

Motion 11

That Conference instructs the Executive to seek the immediate establishment of a Dublin based CAF to ensure that members staying in Dublin are facilitated in securing family friendly work locations.

Action Taken

Decentralisation is of major importance and the Association in this regard continues to highlight publicly the issue, having regard to the ADC motions and to views expressed by members and branches.

A special meeting of the Association's Consultative Council was held in July at which the broad outline of the Association's approach to promotion policy, a Dublin CAF, impact on members and on quality services was fully discussed.

Decentralisation matters are dealt with at a Sub Group of General Council and the Association's Decentralisation Update of each meeting of the Sub Group is circulated to Branches in order that members are kept fully up to date on developments. The Decentralisation updates are also available on the Association's website.

Motion 12

This ADC commends the outgoing Executive Committee and our Head Office Team, lead by the General Secretary, Sean O Riordain, for the sterling efforts of the Association at highlighting the concerns of AHCPS members in our ongoing negotiations with Government and the Official Side on the Government's decentralisation programme; we further instruct the incoming Executive Committee to maintain those efforts in striving to ensure that the Decentralisation Programme is delivered in a fair and equitable manner to the ultimate benefit of delivering a quality public service to all our customers without attacking the current terms and conditions of employment of Civil Servants.

Action Taken

The Association is advancing these views at the General Council Sub-Committee where all aspects of decentralisation are discussed and the Association's position on the different issues are put to the Official Side.

Motion 13

In view of the significant shortfall in numbers available for decentralisation this ADC calls on the incoming Executive to ensure:

- (a) that the timing of moves is dictated solely by the availability of the required numbers with the necessary skills and experience to ensure the continued delivery of quality service and that movement does not take place unless these conditions are fulfilled
- (b) that where moves do take place that the staff enjoy the same benefits as those decentralising at a later date
- (c) that moves take place in a manner which protects the interests of all staff in a particular Department regardless of whether those staff are decentralising or not.

Action Taken

The Association is advancing these views at the General Council Sub-Committee on Decentralisation.

Motion 14

The AHCPS reaffirms its policy in supporting a system of Decentralisation for the Civil Service subject to the following conditions:

1. The scheme is voluntary
2. The locations respect the National Spatial Strategy
3. The scheme will not have a detrimental effect on the delivery of service to the public.

The interests of our members, whether in Dublin or in other locations, are protected in a balanced way.

Action Taken

This has been taken on board by the Executive Committee and represents the position adopted by the Association.

Motion 15

That this conference requests the incoming Executive to pursue the initiation of a comprehensive impact assessment on the proposed Decentralisation Programme in light of UK and Swedish Research indicating an association between work place change and increased health risks.

Such an assessment should examine the potential impact of Decentralisation on

- all civil servants regardless of whether they expect to move or not;
- career progression options for Dublin and regional locations;
- impact on families of civil servants;
- staff morale
- Organisational culture

The initiation of an impact assessment for Decentralisation would be in line with Government Policy as stated in Regulating Better and the revised capital appraisal guidelines.

Action Taken

The Association has lodged a claim at General Council requesting the Official Side to conduct an assessment as proposed in the motion.

Motion 17

That conference urge the Department of Finance to carry out or to have carried out – a full economic analysis of the Budget 2003 proposals for decentralisation so as to identify and cost the consequences for Government for Government Departments, State Agencies, the Oireachtas and their mutual and joint workings – including those specifically in support of

Government – so as to establish the true financial cost (once off and on-going). The degree of disruption to service delivery and whether the efficiencies achievable from knowledge management, system re-engineering and the application of integrated communications technologies are being squandered.

Action Taken

The Association has lodged a claim at General Council requesting the Official Side to carry out a full economic analysis as proposed in the motion.

Motion 18

That Conference instructs the Executive to pursue with Government clarification on the future role envisaged for grades represented by the AHCPS in the light of Decentralisation proposals being made to transfer and exchange Public Officials with Civil Servants.

Action Taken

There are no arrangements at present in place in relation to exchanges of Public Officials and Civil Servants. Any such proposals would need to be discussed and agreed with the unions concerned. The matter will be dealt with in that context.

Motion 19

That Conference instructs the Executive to pursue with Government the putting in place of reciprocal agreements to facilitate the movement of people serving in grades represented by the AHCPS into any public sector jobs whose incumbents are being allowed access to jobs in the Civil Service as part of the decentralisation process.

Action Taken

There are no arrangements at present in place in relation to exchanges of Public Officials and Civil Servants. Any such proposals would need to be discussed and agreed with the unions concerned. The matter will be dealt with in that context.

Motion 20

That Conference instructs the Executive to seek clarification of the timetable for the movement of staff between Departments and the procedures which will be used to facilitate these movements.

Action Taken

Updates on all issues of Decentralisation are issued after each General Council Sub Committee meeting. Each department has drawn up its own Decentralisation Implementation Plan, which gives a timescale for the move. These Implementation Plans are updated by departments on an ongoing basis.

Motion 21

Impact of Decentralisation on Ireland's Development Cooperation Programme

The ADC expresses concerns that the proposed decentralisation of the Development cooperation Division of the Department of Foreign Affairs is likely to have detrimental effects on the quality, effectiveness and coherence of Ireland's development cooperation policy at a time when the Government is committed to expanding the programme. Furthermore, the ADC is concerned that a requirement on officers to transfer to another Department upon promotion would undermine the integrity and effectiveness of Ireland's diplomatic service through a loss of skills and expertise, with potential negative implications for the overseas promotion and representation of the country in the medium to long term.

Action Taken

The Association has ensured that our serious concerns about the proposed transfer of the Development Cooperation Division of the Department of Foreign Affairs have been brought to the attention of the senior management in the department. The Association are in discussions with the department in relation to the staffing of the office when it relocates and how these posts will be filled. The Association has also had our concerns raised in the media.

Motion 22

Impact of Decentralisation on Work Life Balance

That this ADC considers that the proposed Decentralisation Programme is family unfriendly and will lead to a greater inequality as regards promotion, particularly in terms of gender, across the Civil Service. The ADC requests that these issues, which go against previous Government policy, should be addressed by the Decentralisation Committee before the proposals are taken any further

Action Taken

The Association is concerned that the present decentralisation programme will lead to greater inequality. At the Sub Group of General Council the Association is pursuing the

matter and has raised the issue of facilitating transfers of partners and spouses to the same location. The Association will also be looking at the figures for the recent interdepartmental promotion competitions to see if there are any additional issues to be addressed.

Motion 25

This conference calls upon the Executive Committee to redouble its efforts in respect of the provision of an advice and support service to staff during the decentralisation process on

- Coping with Personal Change in the context of Decentralisation
- Handling the Effects of Decentralisation within Families and Relationships
- Making Personal and Career Decisions in the Context of Decentralisation

This service to be provided immediately by suitably qualified professionals and made available on an individual and group basis to those Departments immediately affected. Group sessions would be backed up by one to one support for those who wish to avail of it. and also include support & assistance for those not decentralising but perhaps having to move Department or location

Action Taken

The Association had lodged a claim seeking the provision of an advice and support service to be provided immediately by suitably qualified professional staff in each department.

Motion 26

This conference calls upon the Executive Committee to demand a period of paid time off for those decentralising to make the necessary personal arrangements for self and family e.g.

- Travel to view the new location
- Make arrangements to view properties and schools
- Arrange house sales /rental etc

Action Taken

The Association has lodged a claim at General Council requesting a period of paid time off to enable Decentralising Staff visit the new location to make the necessary personal arrangements for relocating.

Motion 27

This ADC instructs the Executive Committee, that in the event of decentralisation happening, to enter negotiations with the Department of Finance with a view to obtaining compensation for our members for the disruption which will arise both in Departments which are decentralising and which are not.

Action Taken

The Department of Finance has reiterated Government policy of total opposition to any form of compensation under a voluntary decentralisation policy

Motion 28

This ADC considers that, if agreed or enacted, the Department of Finance proposals in relation to promotions in the context of decentralisation would be in breach of the Sustaining Progress agreement, and directs the Executive Committee to oppose the proposals.

Action Taken

The original Department of Finance proposals on promotion were successfully opposed by the Association. Current proposals for interdepartmental promotion have been unilaterally issued by the Department of Finance while discussions on overall promotions are still ongoing at the Sub Committee of General Council.

Motion 29

This ADC calls on the incoming Executive to ensure that the negotiations on promotions with the Department of Finance take full cognizance of the legitimate career expectations of those members remaining in Dublin post decentralization and that the implementation of any final scheme will result in promotion opportunities being made available for these members.

Action Taken

The original Department of Finance proposals on promotion were successfully opposed by the Association. Current proposals for interdepartmental promotion have been unilaterally issued by the Department of Finance while discussions on overall promotions are still ongoing at the Sub Committee of General Council.

Motion 30

That this ADC welcomes the Taoiseach's statement to the Dail in reply to Deputy Enda Kenny on Wednesday 23 February 2005 that promotions are not contingent upon agreement to decentralise and in view of the practice in a number of Departments requiring staff to undertake to decentralise as a condition precedent to promotion, calls on the Taoiseach to instruct the Minister for Finance to direct Departments to cease this practice and to correct any injustices that have occurred as a result of the application of this policy.

Action Taken

It is understood that the Taoiseach was talking about his own Department when he made this statement. The Association sought clarification at the Sub Group of the General Council and still await a response from the Official Side. The Department of the Taoiseach is not decentralising and their internal promotions will not be contingent on agreement to decentralise.

Motion 31

“That this ADC instructs the Executive Committee and Association officials in future discussions on decentralisation to reject outright any attempts to restrict promotional opportunities to locations outside of Dublin on the basis that such a policy would be unjust, discriminatory and at variance with the government's commitment that decentralisation would be voluntary.”

Action Taken

The Association has opposed any proposals to link all promotions to decentralisation. The Department of Finance has changed its position and has proposed that a percentage of posts should be subject to a requirement to decentralise. Initially this will be posts filled from the interdepartmental competition and then internal posts starting within one year of its actual move. The promotions policy is on the Association website under the Decentralisation navigation bar.

Motion 33

That Conference instructs the Executive to seek written assurances from the Department of Finance that, as recently stated by the Taoiseach, all internal and panel based promotions will be made without reference to candidates being required to commit themselves to decentralise for a specified period of time.

Action Taken

It is understood that the Taoiseach was talking about his own Department when he made this statement. The Association sought clarification at the sup group of the General Council and still await a response from the Official Side. The Department of the Taoiseach is not decentralising and their internal promotions will not be contingent on agreement to decentralise.

Motion 34

That this ADC calls on the incoming Executive Committee, in its negotiation with the Official side, to ensure that the legitimate promotion prospects of Dublin based members are in no way adversely affected by the Government plans for decentralisation.

Action Taken

The Association is attempting to achieve a balance which will protect the legitimate promotion prospects of all members and this is still under discussion with the Official Side. However the Department of Finance issued the interdepartmental competition circular from AP/API to PO and PO1 without agreement. This was discussed at the Consultative Council meeting in July 2005.

Motion 35

That Conference instructs the Executive to ensure that any commitments made by members in relation to acceptance of promotion on the basis that they will decentralise to a specified location will expire after two years if decentralisation of the post in question has not taken place within that period.

Action Taken

The Association has sought the minimum period possible. It is unlikely, however that more favourable conditions than are available at present will be agreed.

Motion 36

That this ADC expresses concern at the proposed terms and conditions, and the lack of clarity in relation to the same, which will apply in respect of staff transfer and promotions under the Decentralisation Programme.

In particular, the ADC is concerned that members who are unable or unwilling to transfer from one location to another would be disadvantaged in terms of career progression. The

ADC is further concerned that members who agree to be decentralised would suffer through disruption and/or loss of income of spouses and partners who accompany the decentralising officer. The ADC is also concerned that a requirement that officers transfer to another Department as a condition of accepting a promotion would result in a loss of expertise across the Departments affected, with consequent reduction in overall efficiency as well as adverse implications for the workload of colleagues who remain.

The ADC requests that these issues be addressed by the Decentralisation Committee before the proposals are taken any further.

Action Taken

The issues surrounding the transfer of staff on Decentralisation are being addressed at the General Council Sub Committee on decentralisation

Motion 37

That this ADC calls on the Government to commission and publish an independent and objective review of its Decentralisation Programme in the light of the overall numbers of civil and public servants who have registered with the CAF, the Dublin and non-Dublin split of applicants, locations that are being favoured by those applying over where it is proposed to move Departments and agencies and the matching up of grades with posts available.

Action Taken

The Association has lodged a claim at General Council seeking an independent and objective review in the terms proposed in the motion.

SALARY ANOMALIES

Motion 38

Conference instructs the Executive Committee to bring discussions with the Department of Finance to a speedy conclusion in relation to the issue of anomalies of salary being created in certain situations when persons are promoted to substantive positions following a period of acting assignment.

Action Taken

The Association is in discussions on this issue with the Department of Finance and hopes to have a satisfactory conclusion shortly. The position in relation to staff who are acting on

higher duties is also being discussed with the Department of Finance in the context of the Fixed Term Working Time Act and the Department has agreed to allow them compete for promotion to the next higher grade if they fulfil the service requirement.

LONG SERVICE LEAVE

Motion 39

This ADC calls on the Executive Committee to enter negotiations with the Department of Finance to introduce a long service leave scheme similar in terms to the scheme that operates in the Australian Civil Service, whereby staff receive a block of extra paid leave after a given length of service.

Action Taken

The Association has lodged a claim at General Council seeking additional paid leave.

LONG SERVICE INCREMENT

Motion 40

This ADC instructs the Executive Committee to formulate and lodge at an early date, and then to pursue vigorously, a claim to achieve the following: that no officer in a grade represented by this Association will have to twice go through the long service increment process once while on the standard scale of the grade and again if appointed to the higher scale of the grade.

Action Taken

The Association has lodged a claim at General Council in the terms of this motion.

SICK PAY

Motion 41

This ADC calls on the Executive Committee to enter negotiations with the Department of Finance to extend, for staff suffering from specified serious illnesses, the period of sick leave on full pay before a person goes onto sick pay at half rate, or sick pay at pension rate.

Action Taken

The matter is being discussed with the sponsoring branch (Social and Family Affairs)

SUPERANNUATION

Motion 42

This Conference instructs the incoming executive committee to negotiate a revision to the 'Purchased Notional Service Scheme' to facilitate the option to purchase added years on the basis of a retirement age of 60. (the base year was changed from 60 to 65 in 1990).

Action Taken

The Official Side have received the costs for the purchase of Notional Service and have agreed to provide the option of purchasing added years at age 60 as well as 65. The Official Side has provided the Staff Side with a table of costs which the Staff Side has asked an independent actuary to examine. It is expected that agreement will be reached in this matter shortly.

PRIVATISATION

Motion 45

This ADC instructs the incoming Executive to seek clarification from the Department of Finance on their proposals regarding "Managed Services" in IT divisions across government Departments and to reject any proposal to use lack of interest in decentralisation as a driver for the privatisation of some Public Service functions.

Action Taken

The matter is being discussed with the sponsoring branch (Agriculture and Food).

REVENUE COURT

Motion 46

This Conference notes the publication of the Report On A Fiscal Prosecutor and A Revenue Court by the Law Reform Commission on the 31st January 2005. While we understand the reasons cited for not recommending the introduction of a Revenue Court at this point in time

we believe that there is a far more compelling reason as to why the Government should proceed with its introduction without delay. This will facilitate the build up of a bank of experience and familiarity in tax legislation which is often highly complex and technical, and, possibly, reduce the number of cases that require to be referred to the higher courts.

Action Taken

The Executive Committee has noted the content of this motion and has brought it to the attention of the Minister for Finance and the Revenue Commissioners.

MEMBERSHIP SERVICES

CREDIT CARDS

Motion 49

That this conference instructs the incoming National executive to seek the abolition of the duty on credit cards and laser cards as part of the negotiations for any new Partnership Programme.

Action Taken

This motion has been brought to the attention of ICTU in the context of discussion on any new National Agreement.

DAIL ADJOURNMENT

Motion 50

That Conference instructs the Executive to negotiate with the Dáil Committee for Procedures and Privileges for the provision of at least one day's notice to the responsible Department in respect of adjournment debates.

Action Taken

The Association has written to the Chairman of the Dail Committee on Procedures and Privileges.

M.SC IN POLICY ANALYSIS

Motion 51

That this Conference instructs the incoming Executive Committee to seek to have participation in the IPA/UCD Masters Programme in Policy Analysis extended to serving Assistant Principals and Principal Officers.

Action Taken

The Department of Finance agreed in 2005 to confine a number of the places in the academic year 2005/06 for the Assistant Principal grade.

Motions Remitted

Motion 16

That Conference calls on the Government to introduce a voluntary severance package, incorporating a minimum of five added years service, for civil servants remaining in Dublin following the movement of their jobs to other centres outside the Capital.

Action taken

This is Association policy and will be pursued if there are discussions on Voluntary Retirement.

Motion 32

That Conference instructs the incoming Executive Committee to resist and oppose the Department of Finance proposals in relation to promotion policy being linked to decentralisation.

Action taken

The motions adopted by the ADC instructed the Executive to pursue a more balanced approach to promotion and the Department of Finance modified its proposals as outlined in the promotion policy paper. The policy paper is available on the decentralisation navigation bar of the Association's website.

Civil Service Code

Motion 43

That this ADC requests the incoming Executive Committee to review the Civil Service Code of Standards and Behaviour with a view to pursuing again with the official side the inclusion of provisions protecting civil servants.

Action Taken

This is under consideration by the Executive Committee and will be discussed further with the sponsoring branch (Transport).

Motion 52

This ADC instructs the Executive Committee to put in place, within two months of this ADC, a system of reporting to the membership approximately every three to four months, but no less than three times in a year, the progress being made in relation to each Motion passed each year at the ADC. These progress reports should comprise a progress update associated with the text of the relevant Motion and should be published in the Association's Newsletters, for the information of all members. The only Motions which might be considered by the Executive Committee as exceptions to this process would be Motions which condemn, deplore or applaud certain policies/actions and do not specify or require actions or a course of action to be taken by the Executive.

Action Taken

The Association is required to hold a Consultative Council twice a year where updates and progress on issues of concern are given. The last Consultative Council was held in July 2005. The Executive Committee is also undertaking a strategic review which will include consideration of communication policy. In this context it was agreed to place a progress report on the motions adopted at the ADC on the Association's website.

Motion 53

Format of the Annual Delegate Conference

That this ADC mandates the Executive to review the current format of the Annual Delegate Conference to assess how well it meets the needs of the Association with regard to policy formulation and implementation with a view to bringing forward proposals to next year's Conference which would aim to facilitate genuine debate and analysis.

Action Taken

This will be considered by the Executive Committee, in the context of the strategic review at present under way